

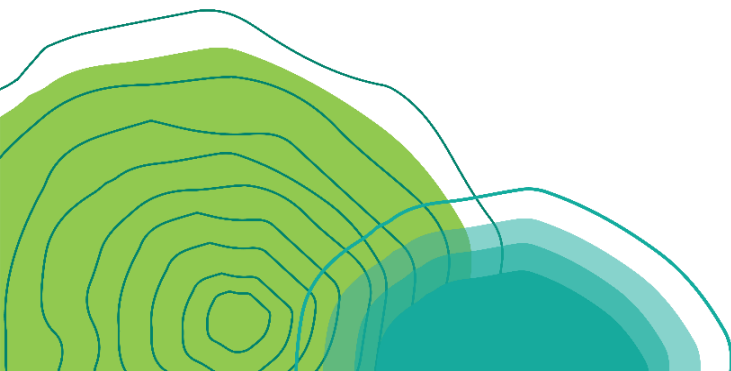


Xuất bản bởi
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



TRAINING REPORT

Raising awareness on gender mainstreaming in sustainable forest management in Quy Nhon Province



Imprint

Published by the

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH,

On behalf of

The German Federal Ministry for Economic Cooperation and Development (BMZ)

Project

Project: Upscaling of Sustainable Forest Management and Certification in Viet Nam

The project is jointly implemented by the Management Board of Forestry Projects (MBFP) under the Ministry of Agriculture and Rural Development (MARD) and GIZ.

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As of

July 2023

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Disclaimer

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ACKNOWLEDGMENTS

The two-day tailor-made training course on gender mainstreaming into the Scale-up Sustainable Forest Management and Certification (SFM) for Forest Management Stakeholders in Quy Nhon province had been successfully implemented from 25 -26 July 2023. A total of 27 participants (8 men and 19 women) joined the training course, who are representatives from provincial project management (PPMU), two forest companies, and women's unions at the provincial and district level.

Taking this occasion, I would like to express my sincere thanks to GIZ's project team, the central project management unit (CPMU), and Quy Nhon's Provincial Project management Unit (PPMU) for your coordination to deliver this training course effectively. I would like also to express my thanks for your close collaboration and create all favorable conditions during this course.

In particular, I would like to express my thanks to all participants, who participated in the training course and contributed valuable ideas and practical experiences to make the training course successful.

I hope this report will fully present the results that the training has gained as well as some constraints and recommendations to improve the quality of similar training courses in the future. Any questions or comments related to the report please contact me at 0912 621 895 or email: lesonvan@yahoo.com

Best regards,



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Contents

- Part1: Introduction 5
 - 1.1. Background..... 5
 - 1.2. Objective and Scope of Activities..... 5
 - 1.3. Methodology 6
- Part 2: Key Results 7
 - 2.1. Specific results of the training course 7
 - 2.2. General Assessment..... 10
 - 2.3. Limitation of the training 11
- Part 3: Recommendations 12
 - 3.1. Recommendations to the project management board and local partners 12
 - 3.2. Recommendations to GIZ's project leader: 12

1. Introduction

1.1. Background

Gender equality is one of the central values of GIZ's work. It is a prerequisite for and driver of sustainable development and a viable future for society, both at national and international levels. GIZ takes a gender-sensitive and, wherever needed, gender-differentiated approach and consistent action to eliminate existing gender-based discrimination and to foster equal rights and opportunities for everyone, regardless of gender, sexual orientation, and gender identity.

In the context of the cooperation agreements, women can further be targeted by formal arrangements, such as the preferential selection of smallholders with shared land titles, the inclusion of female-headed households, mandatory involvement of women in training measures as well as training measures strengthening women, and the establishment of female interest groups could be facilitated.

The SFM project is looking for a national gender expert to build capacity for the Department of Agriculture and Rural Development (DARD), Forest Management Board, selected forest companies/PFMB, Women Union, etc. on Gender and Gender mainstreaming. The consultant will fulfil tasks as per this Terms of Reference and is responsible for reporting on progress and submitting all deliverables to GIZ.

1.2. Training objective and expected outcomes

Training objectives

- To enhance the knowledge and understanding of SFM partners at Quy Nhon provinces on gender equality, women's rights, and their linkage with forest and sustainable forest management.
- To build skills in gender analysis and gender mainstreaming in the sustainable forest management plan.

Expect outcomes

- Well understand key concepts: sex, gender, gender equity; gender equality, gender mainstreaming, etc, and the importance and benefits of gender equality mainstreaming in sustainable forest management plan
- Be aware of the linkage between gender equality and sustainable forest management plans, the importance of being gender-responsive in sustainable forest management plan
- Be able to apply gender analysis tools in gender equality mainstreaming in sustainable forest management plans (e.g. gender needs; labor division; decision making; access to and control over resources; cultural factors);
- Be able to apply gender-responsive planning and implement the sustainable forest management plan;
- Have the ability to recognize the prioritized gender, the barriers and benefits of women in the sustainable forest management plan;
- Strengthen the commitments and practical initiatives by participants to promote gender equality mainstreaming in sustainable forest management plans.
- Solutions to increase equality (e.g., sharing household and production workloads; equal participation in investment and expenditure decision-making processes within families and production groups).
- Prevention of social risks and issues (e.g., harmful social norms, domestic violence, sexual abuse protection, women/children trafficking) and self-protection skills for young people against

harmful traditional practices (e.g., robbing of the child bride or child married of the Hmong ethnic people) organized.

1.3. Methodology

- Presentation: The PowerPoint presentation was used by trainers to wrap up key knowledge and information provided after each training session.
- Small group exercises: the different exercises were designed and used for small group discussion among trainees to have a chance to share and learn from each other as well as to have a deep understanding of relevant knowledge and skills on gender analysis and gender mainstreaming solutions.
- Plenary discussion: this method was used to build common understanding and sharing experiences between trainees and/or brainstorm gender mainstreaming solutions and challenges faced by cluster members when implementing gender mainstreaming in the project cycle management.

2. Key results

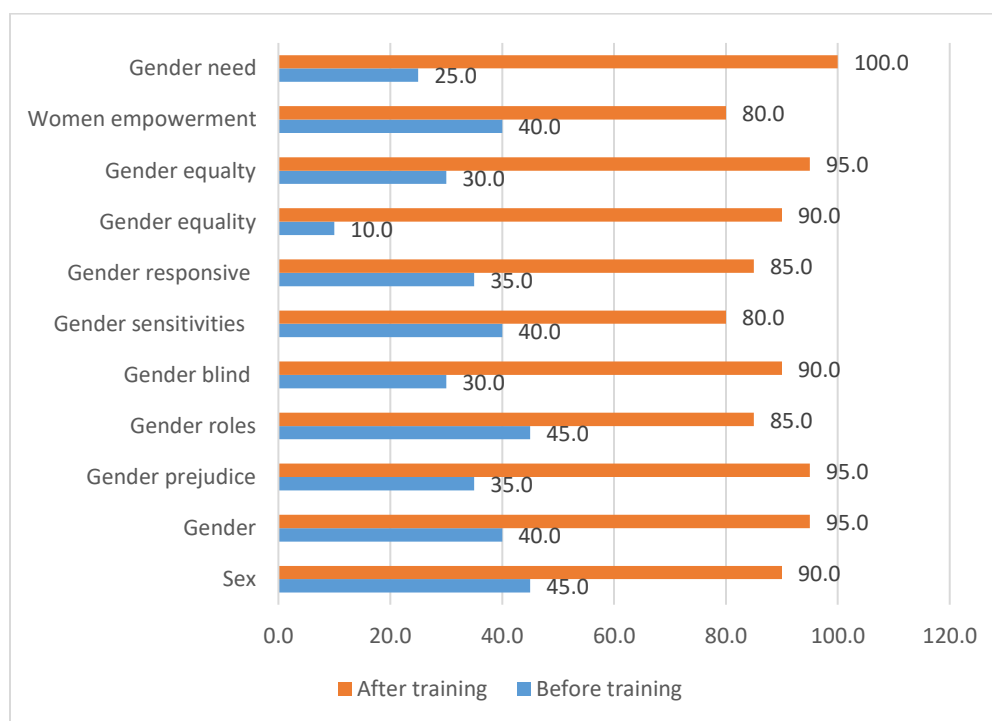
2.1. Achieved specific results of the training course

Build a common understanding of the basic gender concepts and their implication in sustainable forest management works.

The participants have a better understanding of key gender concepts and improve their level of confidence in applying those gender concepts to sustainable forest management works. The key gender concepts have been provided to participants including (1) Gender and sex; (2) Gender roles, (3) Gender need, (4) Gender stereotypes/gender prejudice; (5) Gender blind, gender sensitivity and gender-responsiveness; 6) gender equality and gender equity and 7) Women empowerment.

According to the post-test result, there is a positive change in the understanding of participants about basic gender concepts. Most of the participants have a correct understanding of some key gender concepts after training. For example, 80% of participants have a correct understanding of women's empowerment and gender sensitivity; 90% of participants have a correct understanding of gender and gender blind. The percentage of correct understanding is higher for some concepts, such as gender equality; gender equity; and gender prejudice. The highest percentage of correct understanding is gender needs.

Figure 1: correct understanding of gender concepts BEFORE AND AFTER training (%)



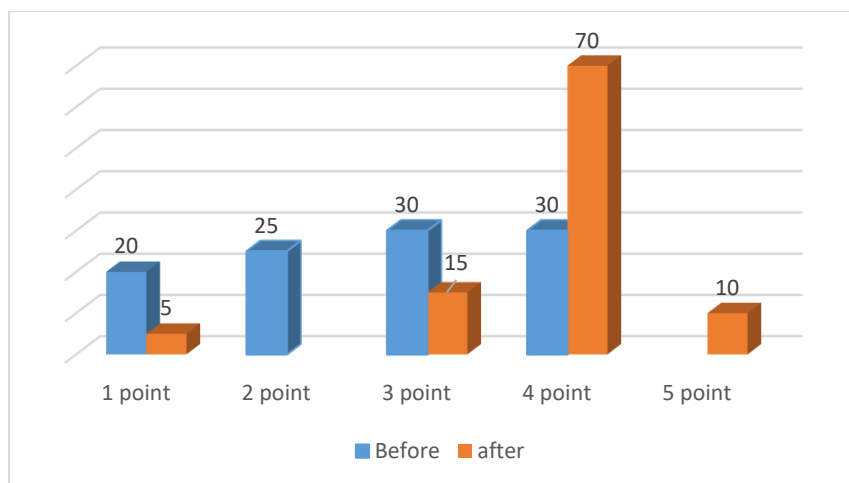
(Source: training pre-test and training post-test result)

In comparison with the before training, the percentage of participants, who have correct understanding about key gender concepts is change very much. Before the training, nearly half of participants have incorrect understanding about key gender concepts (see figure 1 for more detailed).

Enhanced understanding of the benefits of gender mainstreaming into sustainable forest management activities.

The training helps participants to understand why gender equality is important and the specific benefits of gender mainstreaming in sustainable forest management activities. According to the results of the post-test, there is a large change in the level of confidence to explain why gender is important and the benefits of gender mainstreaming in forest management activities. The percentage of participants, who scored 4 points (the highest point) increased compared to before the training.

Figure 2: Level of confidence to explain the importance and benefits of gender mainstreaming before and after the training course (1 point = lowest; 5 points = highest)



(Source: training pre-test and training post-test result)

The participants have a clear understanding that gender equality is a human rights issue and that addressing gender inequality is the best way to protect the human rights of men, women, and other genders. The gender mainstreaming is the way to prevent all types of gender-based discrimination and stigma against all genders. Gender mainstreaming is also addressing challenge factors that hinder the participation of men and women's access to and benefit from the sustainable forest management activities.

The participants also gained a better understanding that addressing gender equality will bring benefits and improve the quality of sustainable forest management interventions. Gender mainstreaming is an approach that helps planners to identify challenging factors that hinder the participation of men and women in sustainable forest management activities and find the best solution to take advantage of the experience of men and women in planning and implementing forest management activities.

At this training, the participants also understood that gender is a cross-cutting issue in forest management works. Therefore, the planners should implement their interventions under a gender lens rather than take gender intervention as a single activity. The training also helps to change the mindset of planners on how gender should be addressed rather than taking gender as an ad-hock intervention. This understanding will be very value thinking for them to start doing gender mainstreaming into forest management works.

Last but not least, the participants have a better understanding that some gender issues still need to be addressed when doing sustainable forest management. This knowledge helps participants to pay more

attention to how they can address these gender issues when they do planning or implement forest management activities.

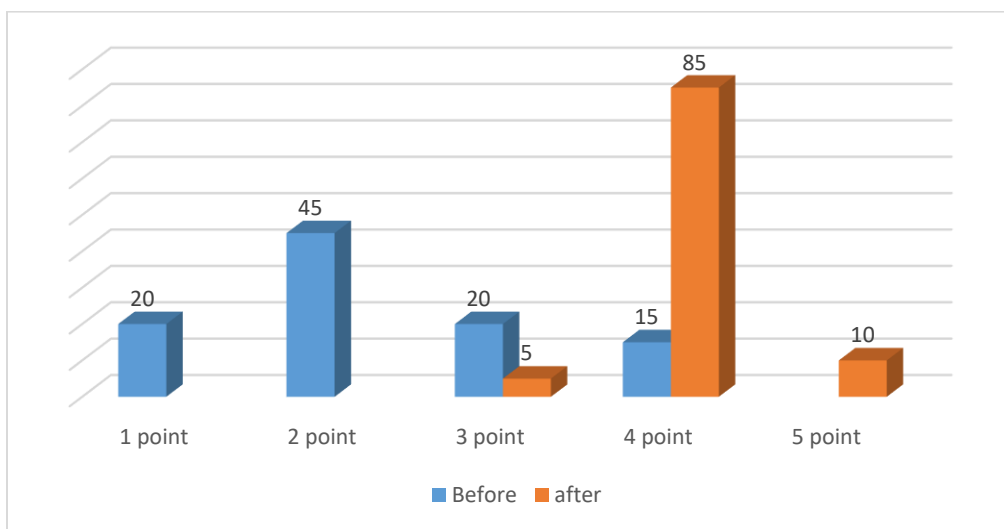
Improved gender analysis skills in the sustainable forest management activities

At this training, the participants better understand gender analysis, the objective of gender analysis, and key questions that should be used in each aspect to explore gender inequality issues could be appeared in four dimensions (1) gender labour division; (2) gender needs; (3) access to and control over the resources; (4) influencing factors.

By introducing some gender analysis tools, the participants buy into the idea of five gender analysis tools that can be used to identify key gender issues in sustainable forest management activities including (1) Gender division of labour in forest management; (2) Gender needs in forest management; (3) Access to and control over the resource in forest management; (4) Decision making and (5) Challenging factors. After that, they had a chance to practice gender analysis tools to identify gender issues in forest management works.

According to the post-test, there is a high percentage of the participants, showed that they have increased their confidence in using gender analysis skills to identify their gender issues. To be specific, 85% of participants has increased to 4 points after the training, while, this percentage is 15% before the training. At least 10% of participants have achieved the highest score or feel very confident to identify the gender issues in forest management activities.

Figure 3: Level of confidence to identify gender issues in forest management activities, before and after training course (%) (1 point = low confidence; 5 points = very confidence)



(Source: training pre-test and training post-test result)

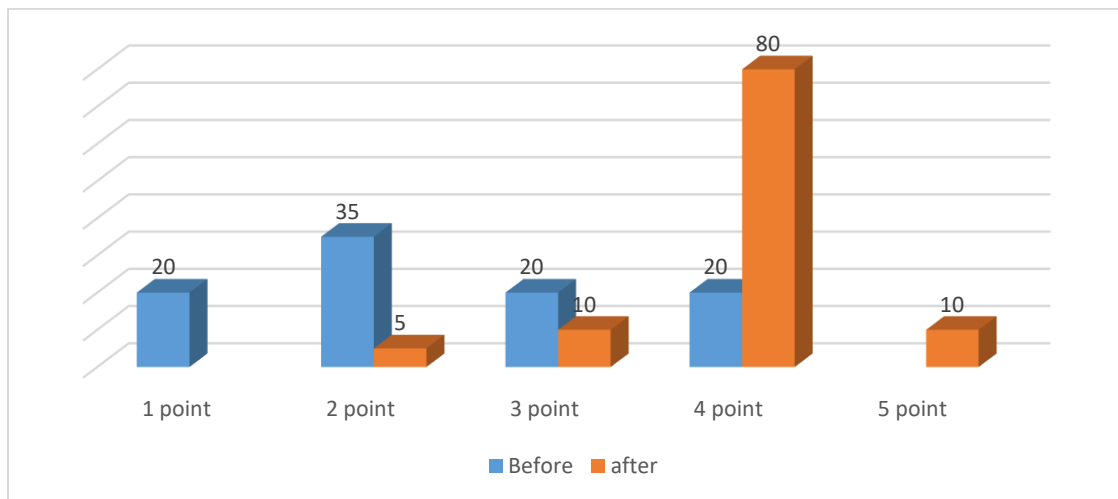
By using gender analysis tools, the participants identify some key gender issues in forest management issues, such as (1) Less participation of women in leadership position; (2) Gender stereotypes against women's roles in domestic work and taking care of children; (3) gender stereotypes against men roles in breadwinners in the family; (4) Men are majority groups of leadership and technical positions; (5) Majority of decisions in forest management are made by men; (6) Both men and women have needed to improve knowledge and skills to actively participate in the forest management works.

Improved knowledge and skills to do gender mainstreaming in sustainable forest management activities.

There is a significant achievement of this training course is the improvement of knowledge and skill to do gender mainstreaming in the planning and implementation of forest management activities. At this training, participants have a chance to discuss key solutions of gender action in the forest management plan, such as (1) gender mainstreaming in communication on legal regulations on forest management; (2) Gender mainstreaming in the training and workshops on forest management, and (3) Piloting forest management models. The participants not only have a better understanding of the objective and key principles when doing gender mainstreaming into forest management activities but also improve the ability to identify the solutions, to promote gender equality in the forest management area.

The training post-test result shows that there is a high percentage of participants have a better understanding of gender mainstreaming objectives and key principles as well as a level of confidence to identify gender solutions in forest management activities.

Figure 4: Level of confidence to do gender mainstreaming in forest management, before and after training (%)



(Source: training pre-test and training post-test result)

Before the training, the percentage of participants, who can explain the gender mainstreaming solutions in some specific forest management activities only scored 2 points and 3 points (the average level). However, the result changed significantly after the training, up to 80% of the score at 4 points, and 10% at 5 points.

2.2. General assessment

Based on the result of the post-test, there is a high percentage of participants expressed their satisfaction with both training contents and training methods. At least 80% of participants shared that they feel very satisfied with the training methods and 75% feel very satisfied with the training contents. The participants also provided many positive feedbacks about the training methodology used by the trainer.

Figure 5: Level of satisfaction of participants on the training (%)



(Source: training pre-test and training post-test result)

From the trainer’s point of view, the training has achieved all expected outcomes. The training course contributes importance to improving basic gender knowledge and skills and helps the participants have the ability to identify gender issues in forest management, and then have the ability to do gender mainstreaming in planning and implementing forest management activities.

Thanks to active participation of all participants in 1.5 day training. This is the way to ensure that the participants have sufficient time for learning gender concepts, gender analysis, and gender mainstreaming. Especially, the participants have enough time to practice gender analysis skills and come up with specific solutions to promote gender equality in forest management.

The other good experience is inviting a sufficient ratio of male participants for gender training. GIZ realizes the fact that the majority of women will be often assigned to participate in gender training, while men are reluctant to participate.

Both Quy Nhon and Son Kon Company show a strong commitment from leaders and staff toward addressing gender inequality issues in sustainable forest management. At this training, the leaders and staff show their attention to gender mainstreaming solutions and they express that they want to share with other staff members. This is a good foundation to strengthen gender mainstreaming within the company. Therefore, after this training, the GIZ, CPMU, and PPMU should encourage the two companies to come up with some follow-up activities for their own companies.

2.3. Limitation of the training

There is no leader from two companies participated in this training. The participants are all staff members so that they did not know much about internal policy on gender equality. Besides, lack of leader’s participation make them difficult to make decision on coaching and mentoring on gender mainstreaming into their sustainable forest management plan.

3. Recommendations

3.1. Recommendations to the project management board and local partners

Gender mainstreaming is a new approach to forest companies and sustainable forest management activities is also quite new to women union. Therefore, it is very important to have a follow-up after the training. For two forest protection and management board (FPMBs), awareness raising for the staff members should be conducted to ensure that they have a clear understanding of gender concepts, this effort should be conducted for Song Kon SFM company because they have not achieve the SMF certificate.

At present, two forest management action plan (SFMP) was developed, however, there is a fact that gender is not addressed effectively by this plan. For Qui Nhon company, gender equality was included in their SFM but it still need to be strengthened. For Song Kon, gender equality is not mainstreamed in the SFM plan yet. Therefore, it is a good potential and good time after gender training that the project management board and GIZ should encourage two forest companies to review the SFMP and identify potential gender actions they can do and make effort to mainstream gender in this plan.

3.2. Recommendations to GIZ's project leader:

- Discuss and agree with two companies on the gender–action plan from now to the end of October 2023, which includes some key gender activities that will be conducted by the two companies and resources needed for implementation.
- Review and revise the current internal policy or management guidance of two companies (if any) on recruitment, promotion, training and contract termination, and protection of female labor rights to make align with the law on Gender Equality 2006 and Labor Code 2019.
- Develop an annual training plan (if any), which includes equal training opportunities for men and women.
- Support two companies to develop a code of conduct on gender equality and social inclusion, and the complaint mechanism on sexual harassment and gender-based violence prevention;
- Develop technical guidance on gender mainstreaming in sustainable forest management activities, such as forest planning; technical training workshops for staff; community consultation; communication on forest; etc.